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No. 15 of 1932 (As Amended by Law 33 of 1932).

To Regulate the Employment of Women During the Night.

23rd February, 1932.

Be it enacted:-

1. This Law may be cited as the Employment of Women (during the Night) Law, 1932.
 2. In this Law, unless the context otherwise requires, the following expressions have the meanings hereby respectively assigned to them (that is to say):-
 - " Industrial undertaking" means:-
 - (a) Mines, quarries and other works for the extraction of minerals from the earth,
 - (b) industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed; including shipbuilding, and the generation, transformation and transmission of electricity and motive power of any kind,
 - (c) construction, reconstruction, maintenance, repair, alteration, or demolition of any building, railway, tramway, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, gaswork, waterwork or other work of construction, as well as the preparation for or laying the foundations of any such work or structure,
 - "Night" means a period of at least eleven consecutive hours, including the interval between ten o'clock in the evening and five o'clock in the morning.
 - "Woman" includes all persons of the female sex, without distinction of age.
 3. No woman shall be employed or work during the night in any public or private industrial undertaking, or in any branch thereof, other than an undertaking in which only members of the same family are employed:
 - Provided that the provisions of this section shall not apply to the night work of women,
 - (a) in cases of emergencies which could not be controlled or foreseen, which are not of a recurring character, and which interfere with the natural working of the industrial undertaking;
 - (b) in cases where the work has to do with raw materials or materials in course of treatment which are subject to rapid deterioration, when such night work is necessary to preserve the said materials from certain loss:
- Provided also that the Governor may by Order prescribe that the night period may be shortened to ten consecutive hours in which case compensatory rest of one hour shall be accorded during the day.

(continued)

4. Any person being the proprietor, owner or manager of any public or private industrial undertaking in which any woman is employed in contravention of this Law shall be liable on summary conviction to a fine not exceeding ten pounds for every woman so employed.